



Captain's Call



High Year Tenure Change to Improve Advancement

Navy has changed the E-5 High Year Tenure (HYT) policy from 20 to 14 years of service.

This new policy goes into effect July 1 for active-duty Sailors, and Full Time Support and Naval Reserves serving on active duty for at least two years. Selected Reserve HYT is not affected by this change.



The plan will be phased in over four years allowing Sailors eight advancement cycles to reach E-6. Sailors with 10 or more years of service as of July 1 will be grandfathered, allowing them to remain on active duty to reach retirement eligibility.

Advancement opportunity to E-4, E-5 and E-6 is expected to increase with the change. It is expected that the time it takes to reach E-6 will drop by six months once the change is fully implemented. At present, it is at 9.8 years.

The Navy estimates approximately 1,520 E-5 Sailors will be affected by the HYT change after the transition period ends. A decrease of about 600 fewer retirements is expected once the new policy is fully implemented in fiscal year 2009.

While waivers to HYT dates may be requested via the chain of command to Navy Personnel Command, they are rarely granted and only if justified by mission readiness requirement.

For more information on the HYT adjustment see NAVADMIN 056/05 available soon on the Web at: www.persnet.navy.mil/navadmin/navad05.html.
Complete information: (MILPERSMAN) 1160-120.